



City of Virginia Beach

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December 22, 2011

PERSONAL AND CONFIDENTIAL

Council Member Bill DeSteph
2101 Turnstone Quay
Virginia Beach, VA 23456

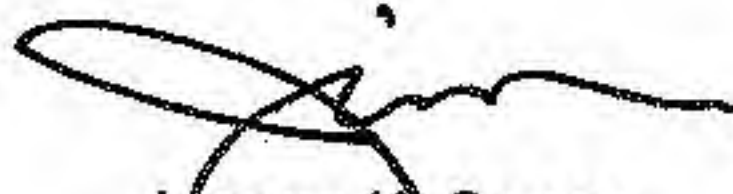
Dear Bill:

It has come to my attention that you have again made public comments about me that are unfair, unsupported and inappropriate. Specifically, last week, while addressing a government class at Princess Anne High School, I understand you told the students that I was overpaid and on "crack." It was also reported to me that you made very negative comments about other members of City Council in the course of your remarks. I question the appropriateness of these types of comments, particularly considering the young and impressionable audience present.

I'm not sure if this is related, but I have attached an email received in our office from someone who was under the mistaken impression I was at Princess Anne High School last week and argued with a student. I am not sure who was addressing the students when this particular incident occurred, but it concerns me that someone thought it was me.

While you have made it very clear your opinion related to my salary and certainly have that right, I personally do not feel it is appropriate to have this type of conversation with high school students. I can provide you survey information that clearly supports my current salary. If you would care to review those facts, I'd be glad to share the information with you. As for the accusation of my drug use, I would suggest you refrain from ever even implying that is the case. I am reducing this concern to writing since it is not the first time you have publicly made statements about me that are false and damaging to my personal and professional reputation.

Sincerely,



James K. Spore
City Manager

Attachment

cc Mayor and City Council Members